



## EVERYONE'S BUSINESS **ADVICE LINE**

The Everyone's Business Advice Line is a free confidential support line where employers can get advice to respond effectively to disclosures of domestic abuse by their employees, particularly in light of Covid-19, and to signpost such employees into the appropriate local specialist domestic abuse services.

We know that home is not always safe, and that you as an employer have a unique role to play in breaking the silence around domestic abuse. This advice line offers free guidance if you want to help staff and direct them to practical support, which can be an important lifeline for employees who may be experiencing domestic abuse.

Whether you are worried about an employee, have had information disclosed to you, or need advice on keeping your staff safe when working from home, have noticed a change in behaviour during Covid-19 and lockdown, or just need additional information, the advice line is available to employers across the country.

To access the Everyone's Business Advice Line

 **Call** 07770480437

 **Email** [Adviceline.EB@hestia.org](mailto:Adviceline.EB@hestia.org)

 **Open** Mon-Fri, 10am-3pm

## What is **Everyone's Business?**

Everyone's Business is a nationwide project run by crisis support charity Hestia, one of the largest providers of domestic abuse support. It highlights the significant role that employers can play in responding to domestic abuse, and provides them with the tools to do so.

It is vital for every employee to have access to specialist domestic abuse support. Everyone's Business works with employers so that they can provide information, resources and practical guidance to employees who have experienced domestic abuse. Having an understanding and supportive workplace is crucial when it comes to taking action and increasing access to the right support. When employers take action and respond to domestic abuse it saves lives.

*"Working with the Everyone's Business team has helped focus our review of policies and, with their expertise, update to align with wider industry policies. With Hestia's support, we are striving to ensure that all employees affected by domestic abuse at the Ministry of Defence are guided to seek specialist support."*

**Ministry of Defence**



# What is the issue?



**1 in 4 women** and  
**1 in 6 men**  
will experience domestic abuse in their lifetimes.



Over  
**30%**  
increase in people trying to  
access Hestia domestic abuse  
services throughout Covid-19<sup>5</sup>



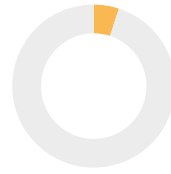
There has been a  
**47%**  
increase in downloads of  
Bright Sky app during lockdown<sup>1</sup>



**75%**  
of victims are targeted  
while at work<sup>6</sup>



**2.4 million**  
adults are affected every  
year in the UK<sup>2</sup>



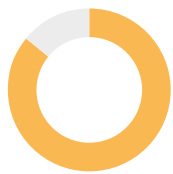
Only  
**5%**  
of businesses  
have a domestic  
abuse policy.<sup>7</sup>



Fewer than  
**1 in 3**  
victims disclose domestic  
abuse at work<sup>3</sup>



Domestic abuse  
costs UK businesses  
**£1.9**  
billion a year.<sup>8</sup>



**86%**  
of employers agree they have  
a duty of care to support  
employees experiencing  
domestic abuse<sup>4</sup>



On average, employers lose  
**£7,245**  
per victim in lost output<sup>9</sup>

**hestia.org**



@hestia1970



@hestia1970



@hestiacharity



@hestia\_charity

1 March-June 2020

2 Domestic abuse in England and Wales overview: November 2019, Office of National Statistics

3 TUC, (2014), Domestic Violence and the Workplace: A TUC Survey Report, London: Trades Union Congress.

4 Westmarland, N., (2017), Domestic Violence and Abuse: Working together to transform responses in the workplace, London: Vodafone Foundation in association with Ipsos MORI and Durham University.

5 March-June 2020

6 Domestic abuse: workplace policies and managing and supporting employees, Equality & Human Rights Commission  
<https://www.equalityhumanrights.com/en/advice-and-guidance/domestic-abuse-workplace-policies-and-managing-and-supporting-employees>

7 Domestic Violence and Abuse: Working together to transform responses in the workplace', Durham University for The Vodafone Foundation, 2018

8 New advice to help employers deal with domestic abuse and stigma, Public Health England, July 2018 <https://www.gov.uk/government/news/new-advice-to-help-employers-deal-with-domestic-abuse-and-stigma>

9 Oliver, R., Alexander, B., Roe, S., and Wasny, M., (2019), The Economic and Social Costs of Domestic Abuse, London: Home Office.